

# Avantas Privacy Policy

Effective Date July 2000 (last updated December 2019)

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## About This Policy

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This policy provides notice of our online and offline information collection and use practices. It applies to information that we collect from you when you interact with us. This includes if you are a job applicant or employee. It also includes other users of our websites and apps. It does not include information we collect when we are collecting information as part of services we provide to others.

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## Categories of Information We Collect

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Listed below are details about the categories of information we collect:

**Contact information:** We collect name and phone numbers. We also collect email and street addresses. We collect emergency and beneficiary contacts from Avantas employees.

**Payment and financial information.** We collect payment information from our clients. We collect bank account numbers from employees.

**Employment information.** We collect education and employment history from applicants and employees. We also collect credentials and background check results. We collect drug screening results and sanctions history. Employees also verify identity by giving us Social Security numbers and driver's license numbers. From travel employees we collect passport or work visa information. We also collect health and medical information. This includes any work restrictions and accommodations.

**Demographic information:** Job applicants and employees give us their age and gender. We also collect marital status and ethnic information from employees. We collect location information from website visitors and app users. This may include precise location information.

**Site usage information:** We collect browser and operating system information from web users. This includes IP addresses and the site you came from or what site you visit when you leave us. It also includes browser name and domain type. We also collect access times and device identifiers.

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## Business Purposes for Information Use

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We use the categories of information for the business and commercial purpose outlined below:

**We use information to respond to your requests and for transactional communications.** We use contact information to send you a responses to your questions and to communicate about this policy or our terms.

**We use information to perform our services.** We use contact information to send job listings or contact you about a placement opportunity. We use contact, employment, and site usage information to identify new candidates or clients.

**We use information for employment purposes.** We use contact, demographic, site usage and employment information for recruitment and to staff open positions at our company or with clients. We also use employment information to provide payroll and benefits. We use employment information for travel arrangements and performance management.

**We use information for marketing.** We use contact, demographic and site usage information to communicate about our services and to provide information about Avantas and its parent, affiliates and subsidiaries. This may be by email, phone, or text. It may also be on social media platforms. We also use this information to provide information about Avantas, our affiliates, or other companies in which we believe you may be interested. The information we send includes briefings and newsletters. It also includes seminar information or whitepapers. We also send surveys. We send these materials as permitted by law.

**We use information to improve our services.** We use site usage and demographic information to make our website and services better. We use contact, employment, site usage, and payment information to update our records.

**We use information to protect our company and constituents.** We use contact, demographic, site usage, and employment information collected to protect our company and our customers. We use this same information to identify fraud and secure our systems. We will also use all categories of information for other purposes as permitted by law.

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## How We Collect Information

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We collect categories of information in three ways, described here:

**We collect information directly from you.** We collect contact and demographic information directly from you. This includes on our websites. We collect employment and payment information from you, including online and in paper forms.

**We collect information about you from third parties.** We collect contact and employment information from service providers and third parties. This includes from clients and from technology and staffing partners. It also includes social media partners. We also collect contact information and employment information from public records providers. We obtain demographic and site usage information from analytics firms.

**We collect information passively.** We collect site usage and demographic information passively using tools like browser cookies and pixels. We collect site and location information about users over time when you use this website. We may have third parties collect personal information this way. We may also use tracking tools to pull contact and demographic information from online sources.

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## We Combine Information

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We combine information we collect from you on the website with information we receive from you offline. We also combine information you provide with information we obtain from third parties.

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## When We Share Information with Third Parties

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We share categories of information with third parties as described here:

**We share information within the AMN family of companies.** This includes current affiliates and related entities. For a current list of the AMN companies please visit [here](#). We will also share information with future AMN brands or affiliates.

**We share information with vendors and service providers who perform services on our behalf.** This includes sharing contact, employment, and payment information with benefits and payroll providers. We also share contact and payment information with payment processing providers. We share contact and usage information with vendors who help us deliver marketing and other communications.

**We share information with our clients and business partners.** We share contact, demographic, and employee information with clients. We also share contact and payment information with event partners.

**We will share information if we think we have to in order to comply with the law or to protect ourselves.** We share information we collect about you to respond to a court order or subpoena. We share information in response to a government agency or investigatory body requests. We share information we collect when we are investigating potential fraud.

**We will share information with any successor to all or part of our business.** If all or part of our business is sold, we will share information as a part of that transaction. If there is a merger or acquisition, we may also share your information. If there is a financing or bankruptcy, we may share your information.

**We share information as permitted by law and for other reasons we may describe to you.**

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## You Have Certain Choices

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**You can opt out of receiving our emails.** You can change your mind if you signed up to receive our email newsletter or other marketing emails. To unsubscribe, click the link located at the bottom of our marketing emails. If you opt out of receiving marketing messages, you will still get non-marketing messages.

**You can control cookies and tracking tools.** To learn how to manage how we and our vendors use cookies and other tracking tools, and to read our **Do Not Track** policy, please click [here](#).

**California residents' rights.** If you reside in California and you are not a job applicant, contractor, employee, or contractor or employee of another company interacting with us in your job role, you have the right to request what information we collect, use, and disclose. You also have the right to request that we delete your information. To make a request, you can contact us at **866-874-1969** or at [WEBFORM LINK]. We will verify your request by matching information you provide to us with information we have about you. We will not discriminate against you because you have exercised any of your privacy rights under the California Consumer Privacy Act. You can designate an agent to make a request by having them execute a notarized power of attorney to act on your behalf.

**Sales of personal information.** Under California law we are required to tell you if we “sell” information as that term is defined by applicable law. Sell means to share personal information with a third party for monetary or other valuable consideration. We do not do this based on our understanding of that term. We also have disclosure obligations in Nevada. There, we do not exchange Nevada residents’ personal information for money with anyone so they may license or sell the personal information to additional parties. We do not sell personal information of minors under the age of 16. Nevada residents may opt out of the future sale of their information to a third party so that they may license or sell information by emailing us at: [privacy@amhealthcare.com](mailto:privacy@amhealthcare.com).

You also have the right to know the purpose of our processing of your information. We process information about you to fulfill our contract obligations to you. We also use information to comply with legal obligations. Where we ask you if it is okay to use your information for certain purposes, we rely on consent.

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## We Use Standard Security Measures

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The Internet is not 100% secure. We cannot promise that your use of our sites or apps will be completely safe. We encourage you to use caution when using the Internet. This includes not sharing your passwords.

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## We Store Information In the United States

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We are located in the United States. We maintain our digital properties and businesses for use in the US. If you live outside of the US, you understand and agree that we may transfer your information to the US. Our sites and businesses are subject to US laws, which may not afford

the same level of protection as those in your country. By submitting your information, you agree to the processing of it in the US. We store information we collect about you for as long as is necessary for the purpose it was collected, including any legal obligations.

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### Third Party Links and Tools

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We may link to other sites or apps or have third party services on our platforms we don't control. If you click on a third party link, you will be taken to a platform we do not control. This policy does not apply to the privacy practices of that website or platform. Read other companies' privacy policies carefully. We are not responsible for these third parties. Our site may also serve third party content that contains their own cookies or tracking technologies. We do not control the use of those technologies.

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### Information Collection from Children

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Our sites and apps are meant for adults. We do not knowingly collect personally identifiable information from children under 13 without permission from a parent or guardian. If you are a parent or legal guardian and think your child under 13 has given us information, you can email or write to us. Use the address information in the contact us section below. Please mark your inquiries "COPPA Information Request." Parents, you can learn more about how to protect children's privacy on-line [here](#).

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### You Can Contact Us

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Feel free to contact us if you have more questions. If you have any questions about this Policy or our data practices, you can write to us at: AMN Healthcare, Inc; Attn: Privacy Office; 12400 High Bluff Drive; San Diego, CA 92130. You can email us at [privacy@amnhealthcare.com](mailto:privacy@amnhealthcare.com).

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### We May Update This Policy

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From time to time we may change our privacy policies. We will notify you at your email address we have on file of any material changes to our Policy as required by law. We will also post an updated copy on our website. Please check our site periodically for updates.